



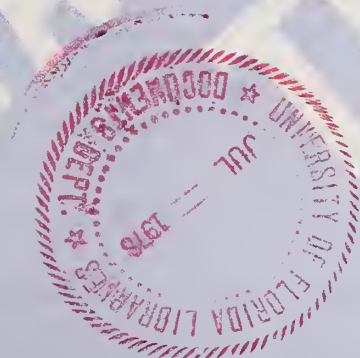
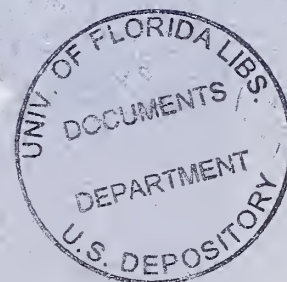
# Journal

OF THE U.S. ARMY INTELLIGENCE & SECURITY COMMAND

MAY 1978

VOLUME 1

NUMBER 7



**A YEAR ROUND  
CONCEPT**

# UNITED STATES ARMY INTELLIGENCE AND SECURITY COMMAND

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The *Journal of the US Army Intelligence and Security Command*, a monthly newsmagazine published under the provisions of AR 360-81, serves as an educational and informational media for members of INSCOM and the intelligence community. Opinions expressed herein do not necessarily represent those of the US Army. Produced monthly by photo-offset, the *Journal* is edited by the Office of Public Affairs at Headquarters, INSCOM. Copyrighted material may not be reprinted. All material and correspondence should be addressed to: Editor, *The Journal*, US Army Intelligence and Security Command, ATTN: IAPA, Arlington Hall Station, Arlington, VA 22212.

## Viewpoint

The US Army Intelligence and Security Command relies a great deal on its civilians to accomplish its mission. Civilian employees are an integral part of the INSCOM and the Total Army---a vital part of the total team. These vital members work side-by-side with those in uniform to help in getting the job done. Simply stated, without them we could not maintain and support a great number of our mission functions. Stop for a moment and think---imagine the void that would exist if suddenly our civilian team members were no longer available. Not only do civilians perform important roles in peacetime, but they also serve as the key in providing continuity of operations in the event of mobilization and deployment. In INSCOM's routine work-a-day activities our civilian work force provides a consistency and continuity---a corporate memory bank developed through years of expertise and experience.

INSCOM's civilian team members represent slightly less than 19% of the total team. For those who have been associated with INSCOM and its predecessors through the years, we have come to realize that this 19% represents a meaningful element of the "family." INSCOM, through its predecessors, enjoys the tradition of being a "family command," an organization that has consistently enjoyed a profoundly good team relationship.

INSCOM members are, in large measure, highly trained specialists; however, their most noteworthy quality is an intense spirit of cooperation, helpfulness and dedication. Assuredly, there are some who would not find this spirit unique to INSCOM, but for a "family" member, it's always that spirit that makes being a member of INSCOM a fulfilling experience.

The team spirit is there, helping to assure success in our operations, adding at times that necessary touch of lightness to a mundane situation, and cementing those lasting friendships. Who needs the civilian members on the team? That's about the same as asking who needs a catcher on a baseball team.

Again this year, INSCOM honored its unique and totally intergrated team and specifically the valuable contributions of the civilian and military members. Command awards were presented, local recognition was bestowed, and luncheons and speeches were all part of the activities to recognize contributions to the team effort.

Once again INSCOM received praise from the Department of Army for the innovative way in which they recognized Military-Civilian Teamwork, and for being the first MACOM to set aside a day to honor the team players. The Military-Civilian Team spirit is only a portion of the real INSCOM spirit, but one that is unique and a major moving force in assuring mission success. Our total team effort contributes to the Command's innovative efforts in keeping INSCOM and its units tops in the Army.



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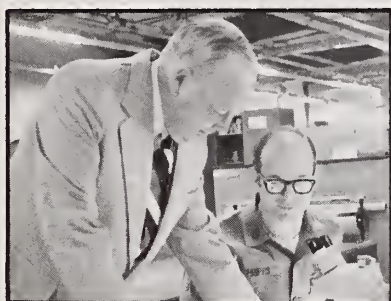


# THIS MONTH



Playful snow sculptures in Misawa...  
mouth-watering dishes in Berlin...  
INSCOMers try their hand at ethnic  
dancing and acting. As the weather warms  
up so activity increases around the globe.  
Unit news and sports begins on **Page 2**.

Cooperation, a key word throughout INSCOM.  
Military and civilians combine skills to  
produce highly professional results. For  
articles on teamwork from FT Bragg to  
Berlin see **Page 10**.



Equality in INSCOM. FWP co-ordinator talks  
about INSCOM's efforts for women. The  
Hispanic program is outlined along with  
the history of equal opportunity in the  
government. See **Page 18**.



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All Source.....	24

**COVER:** The handshake, long a symbol of friendship and alliance, is portrayed here to symbolize the interaction between the military and civilian forces of INSCOM. Graphics by Ron Crabtree.



## German CDR Honored by 66th MI Gp

**66TH MI GROUP ...** A German Army Commander was recently honored for his efforts in furthering technical and social exchanges between his command and the 502d ASA Group.

Among his programs were athletic and military competitions, briefings and orientations as well as formal and informal social events.

The officer, Lieutenant Colonel Helmuth Schuster, was presented the Army Commendation Medal by Colonel Norman S. Wells, Commander of the 66th MI Group. Also present during the ceremony was LTC Schuster's commander, Colonel Hans Bauer.



LTC Helmuth Schuster is presented an ARCOM by COL Norman S. Wells, 66th MI Group Commander, for his efforts to intertwine the two commands. (US Army Photo)

## Familiar Face In Berlin

### 66TH MI GROUP...

The Army is a small world and First Lieutenants Susan K. Waldron and Barbara G. Campbell are good examples of that. The two soldiers went through OCS, the MI officer basic course, and the intelligence staff officer course together before being separated while stationed at FT Huachuca, AZ.

When they finally met again in Munich in November 1976, LT Campbell was being transferred to LT Waldron's unit, the 18th MI Battalion of the 66th MI Group. Recently, both soldiers received a joint promotion ceremony to the rank of first lieutenant.

Another unique promotion was the appointing of Specialist 5 Marsha Hart Mulligan to the rank of Warrant Officer in the 962AO career field. W01 Mulligan is with the Imagery Intelligence Group USAITAC.

## Ethnic Foods, Heritage Event Draws Crowds

### FIELD STATION BERLIN ...

Authentic ethnic foods, free beverages and the music of five bands drew over 700 people from the Berlin community to an International Brotherhood Food Night recently.

Field station members, who planned the event in honor of Black Heritage Month, turned the unit's dining facility into a festive restaurant/nightclub atmosphere.

Eight different ethnic foods, ranging from Mexican to Korean to Italian, were featured. Belinda Palmer prepared Mexican food, Lyman Main and Raymond Massey concentrated on soul foods.

Ethiopian food and Korean kimchi were prepared by Mulu Shook and Yoshieko Benedetti while David Willet made mouths water with his shrimp seafood dish. Veal Parmesan was Susan Steiger's entry while Bruce Strezo prepared a large steamship round roast. Tois Tutenda was responsible for a special Czechoslovakian dish. Topping off the meal was a specially baked cake prepared in honor of the occasion by George Goodman, Berlin Brigade food service advisor.

On display was an international crafts and cultural exhibit of black art.

First Lieutenant Mike Gregory, the field station's equal opportunity/human relations officer, was in charge of the evening's activities.



# Drama to Snow Sculpture, INSCOMers at Misawa Exhibit Their Talents

**FIELD STATION MISAWA . . .** Rather than the usual gambit of posters and displays, field station members participated in the fine arts during a recent celebration of Black History Week.

Private First Class Glen Johnson used his dancing talents to perform with a local modern dance troupe depicting various ethnic dances. Sergeant Johnny Wilson, on the other hand, tried out his skill as a thespian in the play 'Street Sounds.'



A dramatic moment for Sergeant Johnny Wilson in the play "Street Sounds." (US Army Photo)

## OUTDOORS AT MISAWA . . .

Giant White dragons and horses sit beside huge sailing ships and snowy folk characters 15 feet tall.

The scene is not one of Walt Disney's latest animated features but rather entries in Misawa's Third Annual Snow Festival held on Feb. 19.

Twenty-four members of the field station spent hours 'horsing around' before they finally completed their entry: a 15-foot horse consisting of nearly 600 cubic feet of snow and ice.

The creation, entitled "Year of the Horse," was 1 of 14 snow sculptures that made up the "Fantasy in Snow and Ice" festival.

Hundreds of Japanese and American children attended the exhibit, not only to marvel at the works but also to slide down ice slides which were built into most of the sculptures.

## ALSO AT MISAWA . . .

A drug abuse campaign was begun recently at the field station to encourage prevention through education, self-identification and self-referral.

Special displays as well as commander's call presentations dealt with various aspects of the topic. In addition, a wallet-sized handout was prepared listing Misawa Air Base contacts for drug information and assistance.

## CG Praises Native Workers

**500TH MI GROUP . . .** Members of the US Army Documentation Exploitation Center (DEC)



SFC Donald Mauchline, top, SSG Wes Briggs, left and MSG Gary Bollman work on their masterpiece. (US Army Photo by SP4 David Austin)

received a word of thanks from their commander recently.

During a visit to the 500th MI group, Major General William I. Rolya expressed INSCOM's appreciation for the center Japanese personnel's hard work and accomplishments.

## VIPs Hosted by 501st MI GP During March

**501ST MI GROUP . . .** Members of the 501st MI GP, Seoul Korea played host to several distinguished guests during the month of March.

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Among them was Major General Willard W. Scott Jr., Commander 25th Infantry Division who received the 501st briefing and discussed possible interfacing with the 25th Infantry Division.

Also visiting the group was Major General William I. Rolya. The INSCOM Commander toured the group's facilities and presented several outstanding achievement awards to unit members.

## Secretary's Key Word: Communicate

**ARLINGTON HALL STATION** ... Communications as a key in creating better relations within and outside the office was discussed during National Secretaries' Week Observances here April 24-28.

SP5 Robert Kissell of the Imagery Intelligence Group, Intelligence and Threat Analysis Center (ITAC) shows ILT Sheriln DeLong of the 101st ABN DIV a standard light table used for exploiting imagery and photography. The visit was in support of FORSCOM's Project SPOTLIGHT, which eventually plans to have representatives from all CONUS Corps and Divisions visit the various ITAC elements. (US Army Photo)



## 470th MI Group Named Travis Trophy Nominee

**Congratulations to the 470th MI Group, this year's INSCOM nominee in the Travis Trophy competition.**

The accomplishments of this all-source, multi-discipline group, located in the Canal Zone, will now be pitted against representatives of other military services with the winner being announced in September.

The Travis Trophy recognizes the service security unit deemed to have made the most significant contributions during the previous year. And to be selected as INSCOM's nominee, the 470th's personnel had to be well rounded and extremely efficient in every phase of their responsibilities. Additionally, they had to display tremendous motivation and professionalism.

Both a US Representative and a communication and executive development consultant stressed the importance of communications for the secretary and the supervisor.

A secretary who can communi-

cate, both with the boss and other people, is one of an organization's most valuable assets, US Representative Del Clawson emphasized as he opened the annual observance.

Speaking to nearly 100 secretaries, their bosses and other members of the command, Rep. Clawson called communications a very sophisticated and highly developed art ... an art which involves not only verbal forms but moods, feelings and movements, as well.

"A secretary needs to know her boss's likes, dislikes, his moods, his goals and his weaknesses and strengths," the congressman emphasized. And, he continued, it is the secretary that does this who will best project a good image for the office.

Rep. Clawson encouraged every secretary and boss to cultivate certain qualities, including sincerity; honesty; tolerance and understanding; patience; openness; the ability to listen; a working knowledge of the job and what's expected and originality. Originality, he explained, is sometimes nothing more than using old ideas in a new way.

At another session the secretaries heard from Lucile N. Boyd, a retired government employee who now does consulting

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work described secretaries as a "communication center" as well as a link in the management chain.

She emphasized the importance of writing as a tool of communication and said that three basic rules should be followed: 1. Be concise; 2. Use familiar terms (avoid abbreviations), and 3. Avoid mentioning things not relevant to the main subject.

There is a distinct difference between the secretary and the clerk-typist, she pointed out. A secretary should be able to relieve the boss of administrative details, depending on the supervisor's concept of the secretary's role.

The observance is sponsored by the INSCOM Federal Women's Program.



Rep. Clawson chats with AHS secretaries Georgia Garrett (left) and Sandra Flynn. (US Army Photo)



Will the real William V. Simering please sit down? LTC William V. Simering Jr. (left) reenlists his son, SP5 William V. Simering III during a recent ceremony at Arlington Hall Station. (US Army Photo by SP4 Ned Bentler)



Before leaving AHS, DCSLOG's resident and ardent Arkansawyer and Razorback fan, COL Jimmie Chaffin, made sure the tradition would be carried on by installing MG Royla as "Local Head Hog Caller." DCSLOG secretary Joyce Savia serves up the stuffed pig. (US Army Photo by SP5 Douglas Smiley)

## Reserves Win Unit Award For Performance

**FT MEADE ...** The 342d ASA Reserve Company has received a Superior Unit Award in recognition of its exemplary performance and continued mission success.

The 342d with 100 well-trained and versatile members provides signal security/electronic warfare support to an entire Army corps. The unit boasts of complete self-sufficiency during its two-week summer missions, due primarily

to the versatility of their support platoon.

The award, bestowed annually upon outstanding reserve units by the Secretary of the Army, was presented to Captain Lawrence F. Milan, 342d Commander by Colonel Richard L. Bunoski of the 97th USARCOM, FT Meade.

## Fight Benefit Cuts, Ex-SMA Urges NCOs

### ARLINGTON HALL STATION

... The importance of unity through professional associations was discussed with non-commissioned officers here recently by a former sergeant major of the Army.

Leon Van Autreve, who served as the Army's top enlisted man from 1973 to 1975, explained how organizations like the Non-Commissioned Officer's Association (NCOA) work to benefit the retired and current military member.

Referring to recent attempts to unionize enlisted military members, the retired sergeant major, who works for NCOA, told how the association lobbied against the issue in Washington. "Personally, I don't believe in unions, particularly in the military," SMA ret. Van Autreve declared. However, he stressed that individual service members must ex-

—cont. next page

—SMA cont.

press their sentiments and vote on such issues so the professional associations can beneficially support their membership.

Letter writing campaigns, too, can be effective, the former non-commissioned officer pointed out. During a recent attempt to change commissary and exchange privileges, four organizations united in a letter writing campaign to congressional leaders. The issue was later dropped.

The Army's former top NCO also addressed the subject of double jeopardy or double dipping, as it is commonly called — the practice of hiring military retirees in civil service positions. Presently, 140,000 federal civil service jobs are held by retired military members and, of that amount, 111,000 are held by retired enlisted personnel.

If legislation preventing retirees from holding civil service jobs were enacted, the size of the potential job market for these retirees is severely slashed, he pointed out. "You should never call the money you receive from retirement with 20 years service retired pay," he noted. "you can't live on it."

Unity through the NCOA and other organizations has led to defeat of the double jeopardy

bill in the past, he commented; however, the issue is not dead and is expected to be brought up again soon. "Unless we voice our opinions in a forum that will be heard, we face living with someone else's decision."

Other issues discussed included the current attempt to slash the 5 or 10 point veterans preference in civil service hiring, the survivor's benefit program and the recently passed Buck Act making deduction of state taxes from military paychecks mandatory.

In closing, SMA (Ret.) Van Autreve warned the NCOs to prepare for retirement because "retirement will be the most traumatic experience of your life." Too often, he commented, NCOs entering the civilian work force sell themselves short and don't present a true picture of their prospective employees. One of the NCO's biggest selling points, which is often overlooked, is that he has worked directly with people all his life.

Associations, like NCOA, work with military members looking for employment after retirement or separation. Some provide a resume format and hold job fairs. One such recent fair, sponsored by NCOA, drew 72 firms he explained.

SMA (Ret.) Van Autreve's luncheon speech was part of a regular monthly luncheon program held at Arlington Hall Station.

## Quinn Jogs 4276 Miles For a Cup

A former member of US Army Field Station Berlin is the 1977 winner of the Van Deman Cup. Brian Quinn, a former specialist in the Army, jogged 4276 miles from Jan. 1 to Aug. 13 to win the title. Quinn was also the European 100 kilometer title winner in 1976.

The 24-year-old athlete is now actively engaged in long distance racing while attending the University of Florida.

During a recent 15,000 meter race in Tampa, FL, Quinn finished 3d, just 26 seconds behind the winner who happened to be former Olympian Bill Rodger. Participating in as many long distance races as possible, Quinn's ultimate goal is the 1980 Olympics.

The Van Deman Cup, an annual award, is presented to the INSCOMer who runs the longest distance during the period Jan. 1 to Aug. 13.



Former SMA Van Autreve encourages NCOs to let their opinions be known. (US Army Photo by SFC Gary Miller)



## ATTENTION ALL SHUTTERBUGS!

Have you mailed off your entry to the INSCOM Art, Photo, and Essay Contest? Details . . . Page 21



# RecRep

## Riding or Walking, They're Enjoying Summer's Sun

Now that the temperatures are increasing INSCOMers are taking their sports-mindedness outside for a little fresh air and sunshine.

At **Arlington Hall Station**, approximately 20 military and civilian walkers from the station took a scenic tour through 20 miles of the nation capital.

But the walkers were not acquiring blisters just for sake of fresh air, rather they were participating in a walk-a-thon for the DC Society for Crippled Children. The walkers, who collected a total of \$1000, presented an oversized check for that amount to the society on local television April 2. **Randolph Gresham** was the top contributor totaling \$365.

Also at Arlington Hall Station, **LeighAnn Turcott** is one happy soldier. The reason for her exuberance was the honor her horse 'Bail Bond Babe' recently received at a local show. In games and events (known to equestrians as a Gymkhana), 'Bab' took first place in the event called English Pleasure.

Ms. Turcott, who always wanted a horse, could never afford one; however, with her reenlistment

bonus last September, she purchased Babe, a registered American quarter horse. Since that time it's literally been a series of ups and downs with the horse and rider. But once they got to know each other better, the falls gradually decreased while the fun increased.

Ms. Turcott is not the only one who spends a lot of her off duty time on the back of a horse.

Recently, **Troy Doreck** of the 92nd MI Bn, Ft. Sam Houston spend one week on horseback riding 140 miles from Corpus Christi to Alamo City, San Antonio. The annual trail ride is a yearly tradition in honor of the early settlers and ranchers who drove cattle along the same route. Riders meet the chuck wagon at prearranged locations throughout the day for chow and then camp out under the stars at night. Local blacksmiths and veterinarians usually volunteer their services for the ride.

Doreck, a signal security specialist in the Ft Sam Houston Field Office, has turned the ride into a family affair with his wife, Marybeth, his parents, sisters and brother joining in this year's ride.

Unfortunately, the riders were plagued with heavy rains and freezing temperatures, but not enough to dampen the enthusiasm of the participants, according to Doreck.

One soldier who prefers people-power to horse-power is **Bobby L. Adams** of **US Army Field Station Berlin**. The 38-year-old soldier was recently honored for completing his 3000th mile in less than three years.

Adams, who is assigned to the system support staff at the field station, is active in numerous competitive running events such as the annual 26-mile Berlin Marathon.

Moving indoors, the Zama Ramblers of the **500th MI Group** in Japan, finished their season with eight wins and four losses. **Joe Batiste** who coaches the Ramblers, believes that a winning attitude is the key to a successful team. "I don't want

—cont. next page

Pick the INSCOMer in this photo? The one with the white hat of course. Troy Doreck enjoys life in the saddle with his wife (to the left) and his father (to the right) as they ride the long trek to Alamo City. (US Army Photo by 1SG Jerry G. Cooper)



# Learning to Lead: It's More Fun Than You Think

Formation for inspection is at 0700 hours sharp, immediately followed by a dismounted drill (without a weapon) and then classroom training in the history of INSCOM and the proper method of wearing a uniform. The students are granted 10-minute reprieve and then back into the classroom for a briefing of the customs and courtesies of the service as well as a lecture on human resources. A well-deserved lunch is next on the agenda before afternoon instruction in personnel operations and administrative procedures. Finally, the day draws to a close, but not until a half-hour of vigorous PT.

The class is not West Point or even the Advanced NCO Academy, but rather the first day of a pilot Basic Leadership Course held at Arlington Hall Station March 27-31.

The course, designed to make career-minded enlisted soldiers (grades E-4 and -5) aware of how to develop and use leadership traits, covered a wide range of subjects taught by military and civilian volunteers from the post. Topics ranged from human resources and security to leadership and counseling skills.

The 16 personnel who participated in the course were also required to prepare and present a speech on a topic of their choice. "Giving my speech on recruiting was the hardest part of the course," recalls Specialist 5 Barbara Rhoads, who received a letter of commendation as the course's honor graduate. Criteria for honor graduate selection was the best all-round performance by 2 students. Recognition for the highest academic achievement on the test scores went to Specialist 5 Alford Matthews.

Specialist 5 Rhoads, who expressed an enjoyment for activities like drill and ceremonies and PT, felt that the course was extremely helpful in teaching her how to organize her time. And while she felt that the examinations were difficult and the instruction intense, she, like many other students, said she enjoyed the class up to the last minute.

"The course was basically a pilot course," stated Command Sergeant Major Billy Clark, "and the things we've learned from it, as well as suggestions from the class, should help us considerably in planning the next class, scheduled for June." Some of the changes include shortening the classroom



Leadership trainees at Arlington Hall Station bend and twist as part of their daily PT program. (US Army Photo by SP5 Douglas Smiley)

hours in a day but lengthening the entire program to seven days as well as including more drill and ceremonies and student instructor roles.

The course generated interest not only on Arlington Hall Station but on other area Army installations as well. Military District of Washington Command Sergeant Major James A. Murray and Ft. Myer's Command Sergeant Major Ted Farmer both expressed an interest in possibly expanding the training to other posts in the area.

During his opening remarks to the class, Major General William Rolya, INSCOM Commander, recalled how a similar course he took as an enlisted man helped him throughout his military career.

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#### —RecRep Cont.

someone on the team who doesn't care," he comments.

Winning is very familiar to Batiste whose previous assignment was coaching the All-Army Basketball team where his guidance led the team to 55 victories in his five-year stay. The basketball court is like a second home to Batiste who has been playing the game since early childhood and was even selected to play professionally by the Baltimore Colts before his draft number came up in 1960.

In other indoor sports, members of INSCOM elements at Ft Meade rallied to win the top spots in the 1978 post table tennis championship.

**Kenneth Mitchell**, INSCOM Deputy Staff Judge Advocate, paced the team by winning the singles competition. Then, he teamed up with **Jerry Schnedberger**, CONUS MI Group last year's doubles winner to sweep the doubles title.

**Ron Baughman** and **Joe Kiichen** CONUS MI Group, won the runner-up trophy for doubles, making a clean sweep for INSCOM in the doubles matches.



# inscomers

**F**or Sergeant Becky Wells, two hours of PT, a rigid weight program with barbells and dumbbells as well as jogging at least a mile or more a day are just 'part of the job.'

Sergeant Wells is one of four women soldiers serving in the White House Guard, a prestigious and elite force that performs precise drill and ceremonies at official state functions.

Since every movement has to be meticulously exact, the job requires a great deal of physical training. "It's tough to flip the rifles around with snappy precision," explains the native Arizonian, "so the women do special exercises every day designed to increase their gripping power. An M-16 weighs over 11 pounds and it doesn't take long before you begin to feel every pound of it."

The 5-foot-10 soldier, formerly with the INSCOM Conus MI Group at Fort Meade, applied for the position because she was looking for "a challenge" and wanted a job that she could be outside 'for a change.'

The concept of exactness carries through to the appearance of guard members. That's why SGT Wells spends about an hour a day keeping her uniforms up to par. "The inspections are tough, but most of the guys help us by giving us hints," recalls the sergeant, "but with a few guys you can see that they are putting in extra effort so that they can outshine the women."

When asked whether or not she felt that the four women were receiving any sort of special treatment, SGT Wells replies, "only in that we are the first four and everybody wants the concept to work out well."

The lanky sergeant, who once held the title of the tallest woman in the Army, is now the 'baby' of the group, being a full inch shorter than the other three women trainees.

During her free time, SGT Wells enjoys a multitude of activities from skeet shooting to needlepoint.

However, SGT Wells' true love is still volleyball. As a matter of fact, she turned down orders for the All-Army Women's Volleyball Team training camp to go into the White House Guard. Presently, she is the only woman in the Old Guard Volleyball Tournament.

In regards to her future, SGT Wells is concentrating her efforts on excelling in her new duties. "I've always watched the drill team in amazement, and now I've got the opportunity to try out for it after six months if I want," she notes. "It would be nice if I am at least good enough to try out for it by then." In closing, the sergeant simply reflects, "It's also nice to be in a unit with this much pride and esprit de corps."

## Becky Wells— In Search of "A Challenge"





Francis Mahan and SSG Thomas Phipps of ITAC, FT Bragg work together to interpret images on the light table.



Charles Sox, also of FT Bragg (ITAC), shows SP5 Terry Wensley the ropes of drawing international boundaries between countries. (US Army Photos)

# Military/Civilian Team: A Year Round Concept

Synergy, cooperation, collaboration, mutual assistance, coaction . . . all buzz words meaning the same thing . . . teamwork.

One of the Army's best examples of teamwork is the interaction between military and civilian personnel . . . the everyday combining of efforts and energies to perform the duties of their organization's mission.

INSCOM is no different. In a command-wide structure which spans the globe, military and civilian members combine their efforts and energies to carry out this Command's intelligence and security mission.

At the General Intelligence Production Detachment, USAITAC, FT Bragg, NC, intelligence production is a combined effort the military and civilian analysts, managers and support personnel. This integration of civilian and military skills at the supervisory and analytical levels results in a highly professional product.

From inception to dissemination, the product flows smoothly between analysts, managers, and support personnel, both military and civilian, allowing for a unique cross-fertilization of ideas.

While products oriented toward military intelligence skills are managed by military supervisors and those less subject to change by civilian supervisors, the end product reflects the best efforts of

both worlds and is disseminated to a wide variety of users in all the services, within DoD and other federal agencies.

At Camp Zama, Japan, the 500th MI Group exhibits military and civilian teamwork by combining the talents of many individuals to produce one well-diversified product . . . a practice the group has been following since its inception 25 years ago.

The 500th's operational security steering committee, formed to enhance the overall security posture of the group, is an example of this military/civilian interaction. Composed of representatives from each staff element and field activity, the group is headed by a civilian with a military officer serving as his principal assistant. Other members include enlisted service members, officers and civilian personnel.

Recommendations from this group have resulted in the implementation of a review and destruction program for classified documents, greater emphasis on communications security practices and increased security of the group's operations facility.

The steering committee illustrates a prime lesson learned and a major advantage for the military/civilian team — utilizing the talents of a variety of individuals.

The wide range of talents, ethnic backgrounds and experiences possessed by members of the



group makes for some interesting pooling of resources. In the US Army Document Center (UDC), one civilian, who happens to be a retired Japanese military person, works with a US Army officer on open source document exploitation. Their common language is neither Japanese or English but Russian, thus showing the mix of resources available and the teamwork which combines these resources.

The document center extends the military/civilian team concept to Japanese personnel as well . . . and not just in the realm of support personnel. Japanese members of the UDC are directly involved in the conduct of its mission and constitute the majority of personnel assigned to the activity.

Military/civilian teamwork is evidenced elsewhere in the group. In downtown Tokyo, under a civilian activity chief, and a military operations officer personnel work together in the Foreign Liaison Activity (FLA). Close cooperation between members of this activity is essential to insure that in routinely contacting Japanese organizations inquiries are directed to the office best able to provide the desired information.

The teamwork concept extends beyond work too, as both military and civilian members of the 500th MI GP participate together in a number of sports activities including a recent bowling tournament where proceeds went to the INSCOM Benefit Association.

At the US Army Garrison, Arlington Hall Station, the importance of a civilian supervisor knowing and understanding the military system is stressed and rewarded through a "Pat-on-the-Back" award system. The garrison's command sergeant major reviews all enlisted evaluation reports processed through the local military personnel office and in turn identified civilians who have excelled in learning and applying the military system.

Each year, a Military/Civilian Team Day is held at INSCOM's headquarters and similar events are encouraged at all INSCOM subordinate units.

Eighteen members of the INSCOM CONUS MI Group attended a One Army/Military-Civilian Team luncheon on April 12. Colonel J. D. Howard, group commander, highlighted the outstanding accomplishments that the group had achieved during the last year, especially noting those requiring the coordination of both the civilian and military community.

Field Station Okinawa personnel not only honored the military/civilian relationship but the Japanese/American one as well during their team day activities.

After enjoying a buffet luncheon featuring foods from both countries, Colonel Charles E. Schmidt, FS Okinawa Commander, praised the military and civilian members for their fine job in keeping the station "the best in the business." He delivered his remarks both in English and Japanese.

Also hosting the affair was Shinki Kuniوشي, civilian personnel officer.

A few days later in an associated event, COL Schmidt presented length of service awards to six members of the field station's civilian work force. These awards ranged from 10 to 25 years of service.

At the 470th MI Group in the Canal Zone, 45 people attended a Mexican luncheon honoring the military/civilian team concept. Lieutenant Colonel Thomas N. Sherburne, group commander, presented a number of awards to civilian members.

An INSCOMFEST was held at INSCOM's headquarters on April 14 and included a luncheon, awards ceremony and an evening party. Photographs of the command-wide award winners and a story on the activities are on I2 and I3.



(Left to Right) Leonard Meller, Ted Hans and Henry Einstein of the 18th MI BN enjoy the festivities at a local Munich restaurant. (US Army Photo)

## 66th MI Group Honors Workers

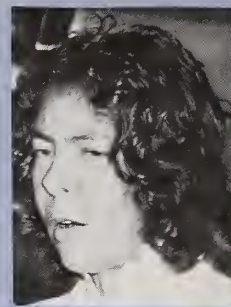
As part of the Third Annual INSCOM Military-Civilian Team Day observance, the 66th Military Intelligence Group held a special awards ceremony recognizing unit members' accomplishments.

Numerous awards, ranging from meritorious service medals to outstanding performance ratings were given at the ceremony. A luncheon at a local Munich restaurant followed.

Receiving length of service awards were Louis Schwenbacher, director of operations, 35 years; Leonard Meller, 18th MI BN, 35 years, and Herta Brown, resource management, 20 years.



*Colonel L. H. Whitt*



*Margaret  
P. Scott*



*Bruce W. Stein*

## Military/Civilian Award

A sense of teamwork is often the deciding factor in achievement—that was the sentiment expressed by the Army's Director of Human Resource Development to over 400 attendees at INSCOM's annual Military/Civilian Award Luncheon April 14 at Arlington Hall Station.

Brigadier General John H. Johns from the Deputy Chief of Staff for Personnel Office at DA hailed INSCOM as the first major command to address the military and civilian working relationship.

"Over one-third of the Army's strength is in its civilian population," he pointed out. "And when looking at the total goals and efforts of the Army, that third cannot and must not be overlooked."

Brigadier General Johns and William M. Frailey, Chief of Position and Pay Management Division for the Army's Civilian Personnel Office, who told the

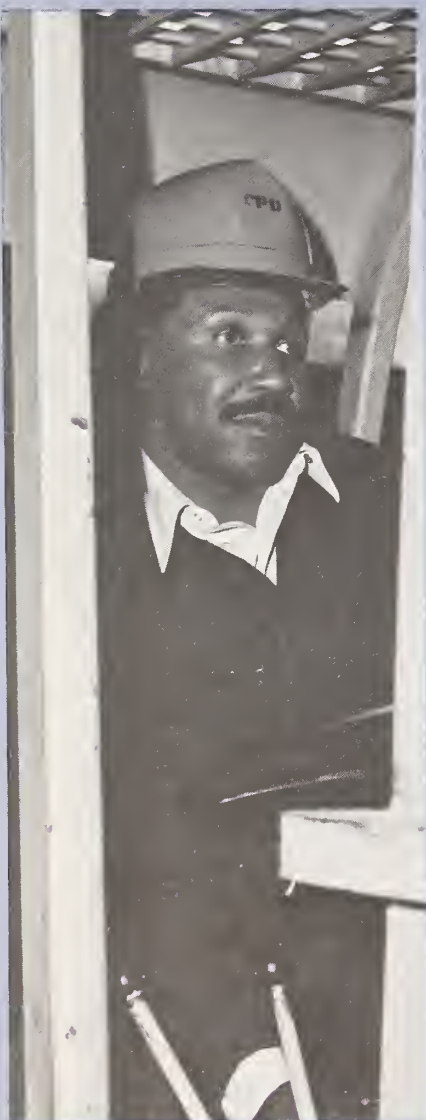
military and civilian members present to "stand tall and let everyone know about the best team in the world," were the guest speakers at the luncheon.

Eight members of the command were presented awards by Major General William I. Rolya, INSCOM's commander.

Bruce W. Stein, an intelligence operations specialist in the office of the Deputy Chief of Staff for Systems, was presented the Albert W. Small Award, named for the first supergrade employee of INSCOM's parent organization, the Army Security Agency.

The Action Officer of the Year Award was given to James F. Carmody, a supervisory intelligence research specialist with the US Army Intelligence and Threat Analysis Center.

Receiving the Virginia McDill Award, which honors the command's outstanding secretary, was Marion E. Glass from



*William R. Johnson*





*James F. Carmody*



*George H. Schmidt*



*Bonny Jo  
Perez*

## ards

the office of the Deputy Chief of Staff for Logistics.

Other presentations were made to Bonny Jo Perez, Staff Judge Advocate's office, Equal Employment Opportunity Award; William R. Johnson, Consolidated Property Office, Wage Grade Employee Award; Colonel L. H. Whitt, INSCOM's Deputy Chief of Staff for Resource Management, and George H. Schmidt, intelligence operations specialist at the INSCOM Liaison Detachment at NSA, the Military-Civilian Team Improvement Award, and Margaret P. Scott, officers club, the Nonappropriated Fund Employee of the Year Award.

An evening of activity centered around a German theme climaxed the annual event. Lieutenant Colonel R. K. Wicker, the Staff Judge Advocate, was installed as the INSCOM Burgermeister and presided over ceremonies and the INSCOM Ball.



*Marion E. Glass*



The Philip A. Connelly Award is an Army-wide honor established to recognize excellence in Army food preparation and service.

Dining facilities entered in the competition are judged on interior and exterior appearance of the building, condition of equipment, storage and delivery, records management, appearance of personnel, consistency of food preparation with menus and the appearance, quality and taste of food.

INSCOM will be represented this year in the small category facilities serving 200 or less persons by Vint Hill Farms, and the large category, facilities serving over 200, by the FS Augsburg facility. **The Journal** wishes both facilities the best of luck in the coming competition.

# Keeping 'em Happy Is No Short-Order For Dining Halls

## AUGSBURG

Gablingen Kaserne, one of Field Station Augsburg's dining facilities has been selected for the 4th time to represent INSCOM in the large category of the 10th Annual Philip A. Connelly Award.

Comparable to a civilian operation with a working margin of about \$500,000 yearly, the Gablingen facility caters to the demands of more than 1500 customers daily. In a day's work, servers dole out more than 500 pounds of meat in the meals and although the number of portions would stagger home-bound chefs, the facility's food service sergeant, Sergeant First Class Irvin Jahn is more concerned with the finished product—a secret, perhaps, to success.

The work of daily food preparation requires enormous creativity to whet everyone's appetite and still make meals visually appealing. For this reason, the dining facility offers a short order and diet line in addition to the main entree which features seven different meat items.

The facility also hosts a "feature night" every weekday, including specialty items such as tacos, schnitzels, pizzas, seafood of all shapes and items from the chef's German menu file.

According to assistant food service sergeant, Sergeant First Class James T. Worthy, the recent dock strike is still playing havoc with attempts to order special items for a variety of feature nights.

In January, we ordered items for Black History Month (February)—smoked ham hocks, pigs feet, 'chitlins' and other foods, but it's just not in Germany anywhere. We just can't get it," he added.



"Handle with care" is the order of the day as foreign nationals work the short-order line.



When the food ship does come in, the specials will still be held, regardless of the time lag, said SFC Worthy.

In the next few months the dining facility, along with 17 other finalists in the field, will be visited and evaluated by a committee to determine the winners. The team will observe the facility for a full day examining all phases of the facility's operation with emphasis placed on the quality of the food and customer satisfaction.

SFC Worthy contends that the advance warning of the committee's arrival is a fair way to evaluate Army dining facilities.

"If this were on a surprise basis, people would have a tendency to get shook up or nervous, and make mistakes. This way is really the best way, because they are looking for professionalism, observing you and your operation."

By SP5 Alex Robenson



Looking over the serving line at Gablingen Kaserne to insure quality and satisfaction are SFC Irvin Jahn (left), the facility's food service sergeant, and SFC James T. Worthy, assistant food service sergeant. (US Army Photo)

## VINT HILL FARMS

"Every one here is important to the successful operation of this dining facility," says Sergeant First Class David P. Gilbert, supervisor of the Vint Hill Farms Station Consolidated Dining Facility, "and every one here deserves equal credit for any awards or commendations this dining facility receives."

And that's just what happened on April 12 when Major General William I. Rolya presented every person assigned to the VHFS dining facility with the INSCOM Certificate of Achievement after presenting the dining facility with a plaque for being the "Best Small Unit Mess."

This is the second year in a row the Vint Hill facility has received the best small mess award which consequently makes it INSCOM's small mess nominee for the Connelly Award. What makes them the best? It could be a menu that includes such items as Teriyaki Steak, Baked Stuffed Fish, Cordon Bleu, Stuffed Crown Rib Roast, Oriental Meatballs, Beef Rouladen, Yakisoba and Spinach or Broccoli Quiche in addition to a short-order line and a sandwich shop. It could be the atmosphere created by wood paneling, wooden tables and chairs, a salad bar, hot dinner rolls, walls lined with unit insignias made of cake icing and lazy susans with condiments on every table. But actually, it's the most important ingredients in all of the facility . . . the VHFS dining facility staff.

"We feel we have the most important job on post and we are always trying to give a little more," says SFC Gilbert. "There is a great deal of competition, not only among individuals, but especially between

shifts. If one shift does particularly well then the next shift tries even harder to out-do them."

"We've got a tougher job than any restaurant," says Staff Sergeant Mike Schuller, the assistant dining facility supervisor, "we've got the same people eating here day in and day out. We've got to give them more than good tasting food . . . we've got to give them variety. I don't care how good your roast beef is," Schuller continued, "if they have to eat it too often they aren't going to like it!"

"No one is willing to accept second best," adds Captain Paul F. Johnson, dining facility officer. "Of course, I'm a bit biased but I truly feel that our guys deserve the Connelly Award."

What about the people who eat at the dining facility day after day, what is their opinion of the facility? "I've been in the Army for six years now and it's the best I've ever seen. The cooks want to impress you with their expertise, and they do. I really enjoy supper . . . they light the candles on the tables and it's nice . . . you can unwind . . . it's more like a dining room than a mess hall," to quote just a few of the diners.

But even the "Best Small Unit Mess" in INSCOM must receive complaints occasionally.

"We try to anticipate problem areas, SFC Gilbert explained. "For example, we found that a lot of people didn't care for pre-prepared salads, so we put in a salad bar and stocked it with just about anything you'd want in a salad . . . now they make salads to their own tastes." Or in reference to the decreased traffic for breakfast, SFC Gilbert explains "we concluded that many soldiers felt that they didn't have the time, so we added breakfast sandwiches that they could take to work with them."

—cont. page 17

# Quick Action Saves Lives at Air Crash Site

For a few brief seconds, eight men of the 73d MI CO, 66th MI Group, stood motionless while witnessing the crash of a US Air Force HH-53 on the helipad at Stuttgart Army Airfield, Germany.

Aircraft wreckage and flying debris had not yet stopped falling during the early morning hours last summer when members of the 73d Military Intelligence Company snapped into action, providing firefighting and crash rescue assistance.

The crash occurred on approach, approximately 100 meters from parking and maintenance facilities of the 73d's Mohawk aircraft. Since a great distance exists between crash rescue and firefighting units at the civilian facility (Stuttgart International) and the military facility (Stuttgart Army Airfield), members of the 73d were able to provide assistance minutes before trained personnel could arrive.

Seconds after the crash staff sergeant, Robert Pinkston, Sergeant Donald Tillar, and Specialists 4 Daniel Chuzas and James Mousseau, scaled a 10-foot, triple barbed-wire, reinforced chain link fence and rushed 100 meters to the scene. Upon arriving first at the crash site, SSG Pinkston pulled a man, suffering from fracture of one leg and facial lacerations, away from a burning engine. The sergeant then re-entered the aircraft in an attempt to locate more injured.

Sergeant Tillar pulled one injured man from the wreckage and then began a headcount for the 14 persons on board. Specialist 4 Mousseau assisted two badly burned crewmembers away from the aircraft and began immediate treatment for shock on one of them. Specialist 4 Chuzas assisted the severely injured pilot away from the wreckage and then reentered the burning aircraft in an attempt to find the 14th man who had not been accounted for. After the last man had been found several yards from the wreckage, SP4 Chuzas came out of the aircraft and assisted in providing first aid to the injured.



SGT Tillar, SP4 Chuzas, SSG Pinkston, SFC Valdes and SP4 Mousseau, left to right, are awarded Soldier's Medals for their heroic action. (US Army Photo)

Seconds later, with the first four men enroute to the scene, Sergeant First Class Edmund Valdes, Staff Sergeant Melvin Floyd, and Sergeant's Walter Livingston and Edward Matthews jumped on an M880 truck and headed to the scene with a 50 lb. fire extinguisher. Sergeant Livingston assisted SSG Pinkston in pulling two men from the wreckage and then assisted one man with immediate first aid treatment.

Sergeant First Class Valdes entered the rear of the aircraft and dragged one injured man to safety, then led the other seven men in beginning first aid until arrival of MED-EVAC aircraft. He also insured security of the crash site by keeping non-involved personnel out of the area.

Staff Sergeant Floyd and SGT Matthews entered the rear of the aircraft and began removing luggage and equipment. They then assisted three crewmembers with first aid treatment and kept them as comfortable as possible until arrival of the MED-EVACs.

Upon arrival of MED-EVAC aircraft from the 421st Medical Detachment, located at Nelligen AAF, members of the 73d assisted trained medical personnel in attending the injured before loading them onto litters for transportation to a nearby hospital.

Actions taken by the men of the 73d during the aftermath of the crash was said to have been essential in preventing possible fatalities and minimizing injuries to persons aboard the crashed aircraft.

"These men displayed great courage and determination during the rescue of their fellow service members," stated the 73d Commander, Major John W. McBroom. Actions taken by the men of the 73d constitute the ultimate in what all military flight crewmembers may expect in times of aviation disaster. Soldier's Medals were awarded by Lieutenant General Ott, VII Corps Commander, during a ceremony Feb. 14 to 73d members, SGT Tillar, SP4 Chuzas, SSG Pinkston, SFC Valdes and SP4 Mousseau.



# Recommendations Made On Retirement System

Severance pay for enlisted as well as deferred compensation and old age annuity are among the recommendations which the President's Commission on Military Compensation has submitted to the White House for revamping of the military retirement system.

The concept of severance pay is already in effect for officers, the commission merely suggests that the service be extended to the enlisted ranks.

The retirement annuity is calculated by multiplying the base income by a determined percentage depending on the number of years service, however, the soldier would not be eligible for the pension until he reached a certain age (55, 60 or 65, again depending on the years of service).

To provide the soldier with some sort of income

between the time of retirement and eligibility, the commission proposes a deferred compensation plan, consisting of a government-supported trust fund which the soldier could draw from after retirement.

To look at just how the proposals affect the current retirement program, let's examine the case of Sergeant Sam Jones who retires voluntarily after 20 years of service at age 40.

Under the current retirement system, SGT Jones would receive about \$5800 a year, beginning on the day that he retired, or a total of \$116,000 by age 60. When he turns 65, social security benefits would raise that amount to \$12,830 a year.

However, under the proposed system, SGT Jones would receive \$5120 a year, but not until he turned 60 years old. Until that time he would have his deferred compensation, totaling about \$23,230. In addition, when SGT Jones turns 65, his combined retirement and social security benefits would be reduced to \$10,400 - another commission proposal.

The Pentagon is conducting their own study of the commission's proposals which they will also submit to the President before he drafts up his plan to submit to Congress. Any substantial changes in the current retirement system will have to be first approved by Congress.

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—VHF cont.

"We're also starting a 'take out' short order for those who don't have time for lunch or just want to eat outside in the sun."

Sergeant First Class Gilbert has been at Vint Hill Farms for almost three years and has supervised the dining facility since December 1976. Recently, he furthered his skill in the field by attending a two-week culinary arts course. "We try to learn just as much as we can," he comments. "Other members of the staff have taken the course and as time permits more will take it."

The dining facility puts its training and expertise to good use in the community which in turn repays the dining hall patrons. This is accomplished by means of a culinary specialties class attended by many soldiers' wives. "It started out as a cake decorating class," recalls the sergeant, "and now all of the students have their food handlers certificates, and since they use our ingredients, the more successful deserts appear the next day on the line."

A cook's job entails an extreme amount of dedication. Long hours are routine, holidays are often their busiest periods and they are under constant pressure to produce. How would you like to tell 200 hungry soldiers you're not ready?

By SP5 Bob Swisher

## An Offer He Couldn't Refuse

What if someone offered you not only a trip to New York state, but the opportunity to enroll in a master's program at no cost to you? Then what if they threw in the chance for you to collect your normal salary plus TDY for the 13 months that you'd be away? For most people, it wouldn't be a very hard decision to make.

It wasn't hard for Tom Whelan, a cost analyst at Arlington Hall Station, to make up his mind either when he was notified he had been selected as 1 of the 10 civilians to attend the Army Comptrollership Program at Syracuse University.

The course, scheduled for June 16, 1978 through Aug. 30, 1979, is designed to prepare students for a deputy comptroller position.

Selection for the course is quite an honor since the final students are chosen from nominees from every major Army command.

# EQUALITY FOR WOMEN

The Federal Women's Program (FWP), dedicated to the greater utilization of civilian womanpower, celebrates its tenth anniversary this year.

The program is the result of an executive order signed by President Johnson in 1967, which added sex to other forms of discrimination in Federal employment. In the past decade, FWP has provided considerable assistance to management in reducing discrimination as well as trying to bring about better attitudes involving the working woman.

The success of the FWP can be seen in the increase of resources devoted to the program. Government-wide, their personnel resources include 50 full-time FWP coordinators as well as an estimated 10,000 collateral-duty coordinators and committee members throughout the world.

The intensifying of the FWP government-wide is reflected in the current build-up of INSCOM's Federal Women's Program. INSCOM's FWP at Arlington Hall Station is composed of a working committee of representatives from each staff element and activity at the station.

This committee is helping to establish Federal Women's Programs at several commands which do not currently participate in such programs, as well as work in close conjunction with those posts which do have their own FWPs. One such post is FT Meade, where Sharyon Dively, the INSCOM FT Meade FWP Coordinator, also serves on the post FWP committee as their vice chairperson. Currently, the committee is working with Darlene Knight at the 66th MI Group in Munich, Germany, as well as Dean Shoemaker, Jeanette Pederson and Betty Wager at VHFS to organize FWPs at those locations.

In the first INSCOM FWP committee meeting of 1978 members discussed past achievements as well as objectives for the new year. Former activities sponsored by the FWP reflected the progress and activeness of the organization since its establishment in 1975.

First of these projects was the circulation of a survey among the women employees to determine which areas the FWP should concentrate its energy and resources. The morale of the women was designated as the main area of concern, and so the first project became the reinstitution of the Annual Women's Christmas Luncheon.

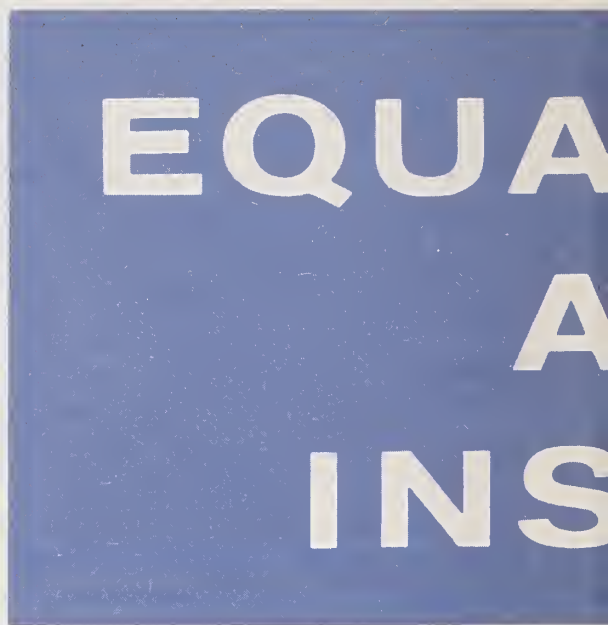
The following year saw the launching of a self-awareness program, designed to motivate and inform the working woman. The on-going program, was initiated with a seminar on self-motivation featuring a film entitled "Pack Your Own Chute" followed by a panel discussion.

Other activities for 1976 included a program entitled "Bring Your Boss to Lunch" featuring speakers and movies designed to inform management of the contributions that women in managerial positions can make. The FWP also took positive action to amend the criteria for the Virginia McDill Award, insuring that it was standardized and equalized for all employees.

During 1976 the first USASA Women's Week was conducted with Jeanne Randall, DoD's FWP director, giving the keynote address. The program also included the showing of the bicentennial film "We the Women." Seminars, displays, workshops and distribution of informational material rounded out the 1976 activities.

In 1977, the FWP found it necessary to establish and submit approval for a budget of \$5,000, thus giving the FWP recognition as a viable, significant program within the command.

—cont. page 21



## EQUALITY FOR HISPANICS

One area of INSCOM's equal employment opportunity (EEO) office puts as much emphasis on recruiting and out-reach efforts as on the needs of a particular minority within the command. That is the Spanish-Speaking Program.

On Nov. 5, 1970, President Richard M. Nixon announced the creation of the federal government's Spanish-Speaking Program. The program was designed to call attention to the needs of the Spanish-speaking persons already in the federal employment sector and to insure equal employment opportunities to members of the minority in all aspects of federal employment.



Today, the program is an integral and essential part of the government's total EEO effort.

Employment statistics reveal that Spanish-speaking Americans are not adequately represented in the Civil Service, holding only 3.4 percent of the total 21.1 percent of the federal positions occupied by minorities as of the end of May 1976. Hispanics, however, are the fastest growing minority group in the United States.

The government's Spanish-Speaking Program has identified specific concerns and barriers which affect Hispanic employment and which emphasize the need for aggressive affirmative recruitment efforts among this minority group.

Within the US Army Intelligence and Security Command, two wide-spread misconceptions exist concerning the Spanish-speaking program.

First, many individuals believe that the term "Spanish-Speaking Program Coordinator" means



that the coordinator speaks Spanish and that all people covered by the program speak Spanish.

The term "Spanish-Speaking Program Coordinator" was selected to encompass all people of Spanish heritage—Puerto Ricans, Cuban Americans, Mexican Americans and other citizens from South or Central America who are of Hispanic background and culture.

The terms "Spanish-speaking" and "Spanish-surnamed" are used interchangeably and apply to all Hispanic Americans whether or not they speak Spanish or have Spanish surnames.

The second misconception is that there is no need for a Spanish-Speaking Program Coordinator in a command where there are few Hispanics.

—cont. next page

## HISTORY OF EQUALITY

Attempts at equal employment opportunity within the federal government are not just a recent trend. Traces of it can be found in government actions and policies as early as the American Constitution.

Article VI of the Constitution prohibits religious discrimination in filling "any office of public trust under the United States."

The Civil Service Act of 1883 was the first document to establish merit as the criterion for federal employment rather than the subjective and political methods that were being used at the time.

Then, in 1940, Executive Order 8587 and the Ramspeck Act combined to prohibit discrimination in the federal service because of race, creed, or color. (It was not until 1967 that "sex" discrimination was included in the language.)

Each president, beginning with President Roosevelt in 1940, has issued executive orders aimed at eliminating discrimination in federal employment. But it wasn't until 1955 that equal employment opportunity, as we know it today, surfaced as an operating policy. It developed out of an executive order from President Eisenhower proclaiming, "It is the policy of the United States that equal opportunity be afforded all qualified persons, consistent with law, for employment with the federal government."

The concept of affirmative action was introduced in 1961 by President Kennedy who signed Executive Order 10925, which directed "positive measures for the elimination of any discrimination, direct or indirect, which now exists."

However, the responsibility for government-wide guidance and leadership of anti-discrimination efforts was not established until 1965, when President Johnson, as an adjunct to the Civil Rights Act of 1964, placed equal employment opportunity responsibility with the US Civil Service Commission.

In 1969, President Nixon brought governmental EEO efforts to maturity when he signed Executive Order 11478. This order stated that equal employment opportunity must be made "an integral part of every aspect of personnel policy and practice in the employment, development, advancement and treatment of civilian employees of the federal government."

—cont. next page

—HISTORY cont.

Another concept that this order introduced was upward mobility for under-utilized employees. It allowed them to gain more training and experience so that they might be able to compete for more responsible jobs.

Finally, the order laid out the steps which constituted affirmative action as well as made a distinction between EEO efforts and manpower training programs which assist the disadvantaged.

It wasn't until 1972, and the signing of the Equal Employment Act of 1972, that all federal agencies and their employees were brought under the protection of the Civil Rights Act of 1964. This law, which stated that all personnel actions must be free from discrimination, serves as the authoritarian base for the USAINSCOM Affirmative Action Plan.

Legislation since 1969 has been aimed at total intergration of personnel management and equal employment opportunity in every stage of the process from hiring and promoting to awards and training. But supervisors would do well to remember that it is up to them to make sure that EEO efforts are being practiced at every level.

The statutes and executive orders which have been passed only serve as guidance for equal employment activities in the Army today. The changes have been many but there are more to come. Each will have its place in improving equal opportunity for all federal employees.

by Carl Thorpe  
EEO Officer

—SPANISH cont.

Ironically, a coordinator is needed most in a command where the Hispanic representation is the lowest. Within INSCOM, there is a relatively small number of Hispanics in comparison to a larger number of women for example; therefore, the duties of the Spanish-Speaking Program Coordinator differ somewhat from other special emphasis coordinators. In the Hispanic program, more emphasis is put on recruiting and out-reach efforts within the local communities.

Within the command, the program's coordinator serves as the principal advisor and staff officer on matters pertaining to the Spanish-speaking people. This includes assessing the command's Hispanic employment situation; providing advice to management; participating in the development and implementation of the affirmative action plan; assisting in agency training efforts for new employees, managers and supervisors, as well as long- and short-term professional, executive, upward mobility, apprentice and technical training; publicizing the program, and coordinating special activities or observances related to the Spanish-speaking community.

Included in the planned observances is Hispanic Heritage Week celebrated each year during September.

In order to gain additional knowledge and insight needed to advise the command, the Spanish-Speaking Coordinator serves as the commander's representative to the local Hispanic community and national Spanish-speaking organizations. Included in these are the G.I. Forum, League of United Latin American Citizens (LULAC) and IMAGE. This contact and community outreach also serves as a means of increasing recruitment of qualified Hispanics.

Within the recruitment area, the Spanish-Speaking Program must give particular attention and emphasis in such special hiring areas as cooperative education agreements, summer employment and veterans readjustment appointments.

Outreach efforts also include insuring that Spanish-speaking job applicants are aware of the federal government's discrimination complaint procedures. Additionally, the coordinator works with representatives of other government agencies on actions or task forces established by the Civil Service Commission Spanish-Speaking Program to meet the objectives of the Equal Employment Opportunity Program.

In order to reach the Army's goal of a 0.6 percent increase of Hispanics by 1980 as established in the DA Affirmative Action Plan, solid backing by the management is needed in terms of support, cooperation, facilities, resources and time.

To assure progress in this direction, an informal management-by-objectives program has been established for 1978 by INSCOM's Spanish-Speaking Program. Goals include obtaining accurate statistical information on Hispanics within the command; publicizing the program to insure awareness of its existence and to acquaint managers with their responsibilities within the program, and researching and recommending various special recruiting efforts and programs whereby minorities can be more easily recruited.

On the subject of recruiting, some individuals believe that the recent change to competitive status will make minority recruitment more difficult; however, it should be noted that no great statistical increases were made under the excepted service system. The competitive system does provide programs, to include the DA career management program, which were not previously available to the command. Through these programs, the infusion of "new blood," which will include women and minorities, will slowly begin filtering into the command, and changes will be made.

As Spanish-Speaking Program Coordinator, I encourage every INSCOMer to put forth a positive outlook and assist our command in achieving great strides in EEO in 1978.

by Bonny Perez  
Spanish Speaking Coordinator



# Are You Good Enough?

INSCOMers who have a gift for eloquence or simply enjoy writing might consider entering the Freedoms Foundation at Valley Forge Awards Program.

Entries can be a statement, essay, or poem between 100 and 500 words on the subject, "Why am I in the Uniform of My Country?"

Awards for the winning entries include \$100 and \$50 Savings Bonds, as well as George Washington Honor Medals and Valley Forge

Honor Certificates. The top winners will be invited to the awards ceremonies at Valley Forge on George Washington's Birthday next year.

Other categories are open for government employees and dependents.

All entries must include full name, rank, social security number, branch of service and permanent home address. Entries or inquiries for information should be sent to Freedoms Foundation, Valley Forge, PA 19481.

# Up or Down? It's Right Both Ways!

Does it belong up or down? That seems to be the dilemma facing many INSCOMers concerning the design of the command's insignia.

On the INSCOM crest, the key is in a downward position while it is in an upward position on the shoulder insignia.

Several INSCOM members have expressed concern that they key pointing down was a passive indicator . . . so, the matter of interpretation was taken to the Institute of Heraldry.

Experts there were quick to explain that the reason for positioning the key differently on the shoulder patch and crest was to maintain symmetry in appearance. The Institute also pointed out that the symbolism of the double web key is for security and control—functions which are never passive actions.

Additionally, when the crest is worn on the epaulet, the key is positioned downward—ready to engage.

## CONTEST!!

Entries are beginning to arrive for the **First Annual INSCOM Art, Photo and Essay Contest**, sponsored by the INSCOM Journal.

Theme of this year's contest is "The Army's Contribution to the Nation's Security." Contest deadline is Aug. 1, 1978, with results to be announced in the October issue of the INSCOM Journal.

A grand prize of \$70 will go to the best all-around entry, while \$30 will go to the first place, \$20 to second and \$10 to the third place

entry of each of the three categories. In addition, these winners will receive a letter of congratulations from Major General Rolya. All participants will receive a letter of appreciation.



—FWP cont.

During the year the committee helped in the development of INSCOM's upward mobility program.

The quarterly seminar in July featured a training workshop on transactional analysis concerning sexism and interpersonal communication conducted by Dwight Platt, a specialist in personal communications. This workshop was the first of several planned by the FWP Committee to provide INSCOM personnel with training relating to military and civilian EEO responsibilities.

The first INSCOM Women's Week took place last October with Jill Wine-Vollner, general counsel of the Army giving the keynote address. The

film "Catch 22" was shown and seminars were conducted throughout the week on managerial skills and strategies, rape prevention tactics, career planning and male/female working relationships.

Other activities during 1977 included the first annual INSCOM Christmas luncheon, a workshop on taxes, films, and letters recognizing the professionalism of INSCOM secretaries.

Presently, a self-defense course is being held at Arlington Hall Station under the program's sponsorship and a seminar on career counseling and interviewing is being planned.

by Judy Kutsher  
FWP Coordinator

# NAMES IN THE NEWS



BG John Allen Smith Jr.

## New General And Two More On The Way

A new Deputy Commander and two military intelligence nominees for the rank of brigadier general were names making news in INSCOM recently.

Joining INSCOM on May 10 as Deputy Commander for Security was Brigadier General John Allen Smith Jr.

A native of Hull, MA, BG Smith has a long and outstanding background in the infantry and military intelligence. Prior to his assignment to INSCOM, where his duty station will be Arlington Hall Station, the general served as Deputy Assistant Chief of Staff for Intelligence (ACSI) at Department of Army.

The new Deputy Commander is a graduate of Citadel with a degree in political science. He also has attended the US Army Command and General Staff College, the Armed Forces Staff College and the Army War College.

In addition to his infantry and combat assignments, BG Smith served as Assistant Army Attache in Moscow; with the J-2 Division

of US Pacific Command-Hawaii, G-2 for the 4th Infantry Division in Vietnam and as Commander of the 14th MI Battalion at FT Bragg and the 525th MI Group in Vietnam.

He has also held a number of assignments in ACSI including Chief of the General Purpose Forces Branch, Soviet/Eastern Europe Division, Directorate of Intelligence Support and Director of Intelligence Support.

His awards include the Legion of Merit with Oak Leaf Cluster, Bronze Star, two Air Medals and the Joint Service Commendation Medal.

One present US Army Field Station Commander and a



Colonel James A. Teal Jr.

former member of the Command will soon be adding a star to their uniforms.

Colonels Dallas C. Brown Jr., US Army Field Station Berlin Commander, and James A. Teal Jr., former Commander of several Army Security Agency units, were included on the recent brigadier general nominees announcement.

Colonel Brown holds a bachelor's in history/political science from West Virginia State College and a master's in Russian area studies from Indiana University.

He has also attended several military schools including the US Naval War College, US Army

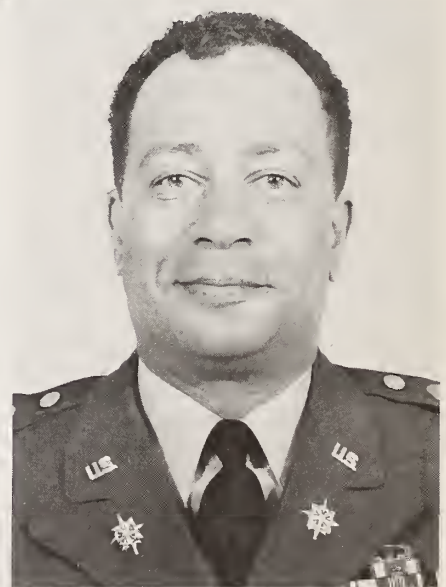
Russian Institute, US Army Command and General Staff College and Defense Language Institute.

His assignments include tours with the Defense Intelligence Agency in their Soviet/East European Ground Forces Branch and Soviet division. He has served as Commander of the 519th MI Battalion and in a number of intelligence positions within US Army Europe.

Colonel Teal, who is presently the Executive Officer at ACSI, has served as Commander of the 502d ASA Group in Germany and USASA Southern Command in the Canal Zone. He has been on the faculty of the intelligence school at FT Devens, MA, and was the Executive Officer at US Army Field Station Augsburg.

A native of Hiram, GA, the colonel was graduated from the University of Maryland and Boston University. He attended the Army War College from 1973-74.

Congratulations to these outstanding military intelligence officers.



Colonel Dallas C. Brown Jr.





CW4 Dale Koger is one of the Army's top experts in telephone security. (US Army Photo)

## In Memoriam

Command Sergeant Major Bernard R. Rector, a long-time member of the Army's intelligence community, died April 21, 1978. Memorial services were conducted at FT Myer, VA, with burial in Arlington National Cemetery.

Included during his 25 years of service were tours in DCSPER, Arlington Hall Station; Vint Hill Farms Station, VA, Field Station Berlin, Field Station Augsburg, the 502d ASA Group, Korea and Vietnam. He was also stationed with the Defense Intelligence Agency.

At the time of his death, CSM Rector was with 101st Airborne Division, FT Campbell, KY.

## Charles Gott Receives His Doctorate

INSCOM's staff director of civilian personnel is now a doctor . . . not of medicine but public administration.

Having recently received his degree from American University, Charles Gott concentrated his studies in governmental management, political philosophy and organizational behavior.

Gott also holds degrees from the Universities of Iowa and Oklahoma.

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## New Brass At Pentagon

There's a new team of military leaders at the Pentagon.

General David C. Jones, USAF, has been named as the new Chairman, Joint Chiefs of Staff. He will succeed General George S. Brown whose term ends on June 30.

General Lew Allen Jr., current Air Force Vice Chief of Staff and former Director NSA/CSS, will succeed General Jones as the Air Force Chief of Staff.

## Suggestions Pay

A warrant officer from the 902d Military Intelligence Group, FT Meade, recently saved the government over \$80,000 by developing a reasonably inexpensive telephone security device.

Chief Warrant Officer Dale Koger, a native of Iowa who has served in the Army for over 27 years, has developed a disconnect device that will enhance the security of the highly specialized "four-wire" telephone system. This network, which previous experience has shown is susceptible to security weaknesses, involves two wires used to transmit information and two wires used to receive information.

To alleviate these weaknesses the US Army Communications Command (USACC) started contracting for a disconnect device priced at \$823 per unit. The warrant officer heard of the contract and sent a memorandum to USACC outlining a less expensive alternative using approved off-the-shelf items.

ACC then initiated a value engineering study that showed CW4 Koger's recommendation would save the Army not only the initial \$80,000 but a total of \$342,000. The original contract was cancelled. Not only did the Army benefit from the idea, but so did CW4 Koger who received \$1000 for his suggestion.

Presently, CW4 Koger is the Chief of the Countermeasures Support Section, Technical Division of the 902d MI GP. Regarded one of the Army's top experts in the field of telephone security, he serves as a member of the Audio Countermeasures Working Group of the Technical Surveillance Countermeasures Sub-committee of the National Foreign Intelligence Board.

## Money For Leave



If you have more than 45 days of accrued leave on your February LES form, you might be eligible for some extra money when you cash in your leave.

Here's how it works: On the February leave and earning statements (LES), there are now two blocks (50 and 33) which show leave balances. Block 50 shows the leave balance as of August 1976, or the number of days accrued leave (Block 33) minus the 45 days mentioned earlier.

The reason for the change in the LES form was a law passed in September of 1976, which allowed only base pay to be calculated when cashing in leave. After that point, only those days earned before September 1976 (Block 50), were eligible for drawing base pay as well as separate rations and housing allowance when cashed in at separation or reenlistment.

Confused? Don't worry. Come September 1978 the whole adjusted leave balance will be no more, but with it goes the ability to receive allowances on top of base pay when you cash in your leave.

## Orders For Europe?

Good news for INSCOM personnel with orders for Europe.

Major changes in European travel and housing assistance policy will result in more dependent concurrent travel as well as increased temporary housing in Europe.

The policy, which was engineered by USAREUR's commander-in-chief, General George S. Blanchard, could double the number of families now getting sponsored travel.

Basically, the program, which began Feb. 1 on a one-year test basis, will allow dependents to accompany sponsors to Europe if suitable housing is available within 60 days, instead of the 30 days now required.

While hunting for their home, incoming families may stay in 2600 temporary housing units reserved especially for them.

In addition, the policy will vigorously assist these families in obtaining permanent housing, while still saving the Army money.

## Two Year Degrees

Soldiers who have been holding off submitting their application for the DA two-year college equivalency should put in their paperwork as soon as possible.

This means of satisfying the educational requirement for all senior NCO and warrant officer promotions, will be discontinued upon publication of the revised AR 621-5, scheduled tentatively for June-July 1978.

At present, the two-year equivalency is the primary in-house Army program which allows soldiers to meet their educational prerequisites. After publication of AR 621-5, soldiers will have to use civilian schools or the Serviceman's Opportunity College (SOC) to meet their educational needs.

Questions concerning eligibility should be directed to Donna Pierson, acting command education advisor, at autovon 222-5476 or 222-5460.

## Re-up Weigh-in



With the Army fitness program in full swing and reenlistments being denied soldiers over the prescribed limits, dieting has become a way of life for many.

Soldiers who are on or considering diets are reminded to be cautious of the various liquid protein diets (LPD) currently on the market.

These diets, which offer a high concentration of predigested protein and are to be consumed in place of meals, are nutritionally low and can result in a dangerous imbalance of potassium, according to the Food and Drug Administration (FDA).

The FDA, as well as the Center for Disease Control (CDC), feels that there is a strong relationship between LPDs and the recent deaths of 16 persons. Investigations, are currently being conducting to try to pinpoint the link between the two.

In the meantime, the FDA is planning to require mandatory warning labels on the non-prescription products and is considering a ban if additional or conclusive dangers are discovered.

But soldiers who are either on LPDs or considering them for the future would do well to remember that all diets should be followed only under strict medical supervision.





## 66th Protects Southern Flank For SETAF

The 66th MI Group's Detachment D, headquartered in Vicenza, Italy, is tasked with the responsibility of maintaining the security of the USAAD sites of the Southern European Task Force (SETAF).

The detachments mission takes its members across the borders of Italy, Greece, Turkey and into a large portion of the Mediterranean area, thus requiring a high degree of mobility, professional expertise and flexibility.

Maintaining this security posture also entails the review, analysis and summarization of all political and terrorist activities which could affect the operations of SETAF.

Additional responsibilities of the detachment include monitoring counterintelligence investigations on American installations as well as the completion of personnel security investigations controlled by the Defense Investigative Service (DIS), INSCOM and USAREUR.

Besides the headquarters element, Det D maintains a field office at Camp Darby in the scenic Ligurian seaport city of Livorno.

Members of Det D have proven their exceptional degree of professionalism, through constant liaison with the Italian Carabinieri (national police) and other Italian agencies, by consistently demonstrating rapid responsiveness in order to secure the stability and secrecy of Europe's southern flank.

## Close-up View Of E Germany At FS Berlin

An assignment to Field Station Berlin can be a unique and rewarding experience. Being located 110 miles within communist-occupied East Germany, soldiers stationed there get an interesting glimpse at both systems of life.

There are a variety of showplaces in the western sector of Berlin which will dazzle and delight any tourist. The Berlin Zoo, located in the Tiergarten, is considered one of the best in Europe; and sights such as the English Garden and the Victory Column, commemorating the Franco-Prussian War, are sure to please.

For art lovers, there is not only the Charlottenburg Palace, which houses European art covering several periods, but there are also a number of significant memorials.

One such monument is the Soviet Victory Monument, a semi-circular colonnade surmounted by a massive statue of a Russian soldier, a prime example of the socialist realism influence on German sculpture.

For soldiers who are keen on traveling, there are charter flights as well as regular air line travel from Berlin to all major European cities.

Shoppers in the group, will enjoy the Kurfurstendamm, probably the greatest shopping and entertainment street in all of Europe. From the sleek, modern skyscrapers to the bombed-out Gedachtniskirche, which stands as a reminder of wartime destruction, Berlin continues to be a vibrant and interesting city.

Field Station Berlin, whose motto is "On Watch," is a significant leg in this country's world-wide communications network. The station provides rapid relay and secure communications for the defense of the United States and its allies.



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Contest  
TODAY!!



# MEMORIAL DAY



*A time to remember*

*A time to reflect*



*A time to review*

*A time to unite*

# ARMED FORCES DAY